

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEAR 2017-2018**

STEP	BASE SALARY ONGOING	INCREASE BETWEEN STEPS	2% One Time Base Salary
1	\$57,199		\$56,643.66
2	\$57,494	\$295	\$56,935.38
3	\$57,786	\$293	\$57,225.06
4	\$58,080	\$294	\$57,515.76
5	\$59,844	\$1,764	\$59,263.02
6	\$61,330	\$1,486	\$60,734.88
7	\$62,864	\$1,534	\$62,253.66
8	\$64,441	\$1,577	\$63,815.28
9	\$66,067	\$1,626	\$65,425.86
10	\$67,746	\$1,679	\$67,088.46
11	\$69,465	\$1,719	\$68,790.84
12	\$71,241	\$1,776	\$70,549.32
13	\$73,073	\$1,832	\$72,363.90
14	\$74,960	\$1,887	\$74,232.54
15	\$76,904	\$1,944	\$76,157.28
16	\$78,900	\$1,996	\$78,134.04
17	\$79,312	\$412	\$78,542.04
18	\$79,725	\$413	\$78,951.06
19	\$80,135	\$410	\$79,357.02
20	\$80,549	\$414	\$79,767.06
21	\$83,931	\$3,381	\$83,115.72
25	\$87,569	\$3,638	\$86,718.36
31	\$91,205	\$3,637	\$90,319.98
\$99.43 per unit up to 120 units maximum			<i>Units With 2% One Time Increase</i>
\$1,169.75 for a Master's Degree			\$ 98.46
\$1,169.75 for Doctorate			<i>Stipend's With 2% One Time Increase</i>
\$1,169.75 for using Special Education Credential in daily teaching			\$ 1,158.39
\$3,600 Health and Welfare Cap (prorated per FTE)			
<i>Each year credentialed teachers advance one step on this salary schedule.</i>			

* Minimum salary will be at least \$34,000 in conformance with SB 1643 as long as it is funded by the State for credentialed teachers.

Historical Salary Settlements:

- 2005/2006: 3.85% ongoing COLA effective 07/01/05
- 2006/2007: 2% ongoing COLA effective 7/01/06
Longevity step 34 added to salary schedule 7/01/06, Stipend created Spec. Ed. Credential in Daily Teaching \$1,000
Salary Schedule compacted from 24 steps to 21 effective 7/01/06
- 2007/2008: Increase 3% ongoing Steps 1-21 & Units from \$80 to \$85 7/1/07, per student class size compensation revised
- 2008/2009: 1% ongoing Steps 1-21 7/1/08 (negotiated in 2007-08), Increase 2% ongoing steps 1-21 only 7/1/08 and
Longevity step 34 compacted to Step 31 effective 7/1/08
- 2012/2013: \$3,600 Health Cap Created 1/1/2013; Class Overage Language Amended; 2% One Time
- 2013/2014: 3.50% ongoing effective 7/1/13, 2% one-time 7/1/13, Step 25 added
- 2014/2015: 4% effective 7/1/14, Early written notification of retirement increase to \$7,500, Units increased to 120 maximum
4% on units and stipends effective 7/1/15, adjust per CalSTRS section 27401(a)(1)(A) CA Code of Regs.
- 2015/2016 } 5% ongoing effective 7/1/15 (3 Year Salary Settlement 2015-2018, no increase to health cap, no compensation reopensers)
- 2016/2017 } 4% ongoing effective 7/1/16 Extracurricular Common Stipends Adjusted to Average (2019/2020 next stipend review)
- 2017/2018 } 3% ongoing effective 7/1/17, 2% one-time increase 7/1/17

Board Approved: 04/20/2016